

OIG Recruitment & Retention Benchmarking Survey

<u>Present or Planned Practices</u>	Combined Results¹					
	Y	W	N	A	P	?
Student Loan Repayment Plan - as needed - discretionary	1	8	4		3	
Recruitment Bonus Plan - as needed - discretionary	6	3	4	2	1	
Relocation Bonus Plan - as needed - discretionary	5	2	6	3		
Retention Allowances Plan - as needed - discretionary	7	3	5	1		
Maxiflex (including Compressed Work Schedules)	14	1	1			
Maxiplace (Alternate Work Location - computer connection to LAN not required)	6		8			2
Telecommuting (Computer connection to LAN needed)	7	4	2	1	2	
Individual Development Plans	11	1	2	2		
Accelerated Promotion (Hire at GS-5 or GS-7 & promote one grade in 6 months) (EPA-OIG, DOE-OIG, & SBA-OIG)	3	3	10			
Training budget	16					
Fitness Centers, Health Centers & Child Care Centers	13	3				
Business Casual Dress Policy	13	3				
Commuting - Public Transit Subsidy	14	2				
Buddy System	6		10			
Mentoring Program	8	1	6		1	
Management Issues Workgroup - Work / Life / Quality	8	2	5			1
Recruitment Brochure (Note, GAO has online Recruitment Video)	7	2	5		2	
Exit Interviews?	8	1	3		3	
- Format for conducting? (Structured, unstructured, formal, informal)						
- Questions asked? (Varies)						
Pay banding? (TVA-OIG)	1		14		1	
Accelerated Hiring / Job Offer Decisions? (SBA-OIG & TVA-OIG)	2	1	13			

¹ Key

Y = Yes, used

= No, not used

= Working on implementing or developing policy

= Available, but not used

= Planned for the future

? = No response

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All OIGs have the usual fringe benefits available to federal gov't employees including, Family Leave, Maternity Leave, Adoption Leave, Paid Vacation Leave (from 4 to 8 hours bi-weekly), Paid Sick leave (4 hours bi-weekly), Paid Holidays (10 days), Retirement Plan - Matching Contributions to Thrift Savings Plan, Life Insurance (no physical exam required) and Health Plan (no exclusion based on "prior existing health condition").

Please identify other incentives or initiatives considered noteworthy.

VA-OIG = Usual incentive awards + on-the-spot & Peer Awards, 9 month pilot for Childcare Subsidy Program for qualified employees.

HHS-OIG & OPM-OIG = Pay a portion (75-80% subject to availability of funds) of courses to obtain professional certifications. Administrative leave is also granted for time to study and time to take exams.

HHS-OIG = Recently implemented a policy to use Special Act Awards for employees passing the CPA exam.

OPM-OIG = Gainsharing awards for travel costs saved.

NASA-OIG = Superior qualifications appointment and new staff hired at above step 1.

FDIC-OIG = Life Insurance, Dental Plan, Long-Term Disability Insurance, Savings Plan, Life Cycle Account (\$400 per employee to reimburse for a wide variety of expenses, such as child care, elder care, non-covered medical expenses, recreational equipment, etc.)

EPA-OIG = Recently implemented an everyday casual dress policy. EPA-OIG also mentioned that they have a Professional Liability Insurance Reimbursement Program (for managers).

Please provide a brief description of which recruitment and retention incentives are particularly useful or noteworthy for your staffing needs.

NASA-OIG = Relocation bonuses and superior qualifications appointments.

SBA-OIG = Telecommuting, flexible work schedules, metro subsidy and accelerated promotions.

SSA-OIG = Federal Career Intern Program and the Coop Student Programs give us an opportunity to bring in entry-level employees and assess their abilities prior to hiring them on a permanent basis.

DOI-OIG = We urge senior managers and employees to actively "recruit" all the time. We collect business cards and resumes wherever we go. When we have authority and \$\$ to advertise, the pipeline of high quality / diverse candidates should be in place. Highly successful new staff has been appointed through the use of the continuing student appointing authority and continuing contacts with colleges and universities. The OIG is aggressive in all quality of work life areas and has been highly successful in retaining quality employees, but has not paid RRR bonuses or tuition loans.

Treasury TIGTA = Retention Bonuses, Episodic work assignments.

HHS-OIG = Survey staff every two years and participate in an annual departmental survey.

OPM-OIG = See response to Other Incentives or Initiatives above.

How do you measure the success for a particular recruitment or retention incentive?

NASA-OIG = Being able to hire and retain staff for at least 3 years.

SBA-OIG = Conduct employee survey.

SSA-OIG = We recently brought on board an Ombudsman who will provide an avenue for all OIG employees to confidentially voice concerns and issues, and to seek options for equitable solution to these issues and concerns. We also analyze staffing trends to identify areas of high turnover as well as distribute an employee exit survey. We carefully review these exit surveys to determine the reasons why employees separate from our OIG and focus on recommended improvements.

Treasury TIGTA = How long we retain top notch employees (length of retention period not provided).

HHS-OIG = Survey results indicate OIG is highest departmental entity at 82% satisfaction. We set the bar at 80%.

OPM-OIG = Retain and recruit high quality employees for a year or more.

DOI-OIG = Success would be reflected by five years of retention after appointment in our office.